



From Tightropes to Teamwork: Mastering the HR/LR High Wire

February 1- 3, 2026, Hilton Polaris

Additional details will be available in January

Sunday, February 1, 2025

- 2:00 – 5:00 PM Registration
- 4:00 – 5:30 PM Pre-Conference Workshop, *Understanding AI in the Public Sector*
Dr. Bob Bickmeier, PRADCO
- 6:00 – 8:30 PM Opening Reception & Dinner, Hilton Polaris Ballroom

Monday, February 2, 2025

- 8:00 – 9:00 AM Registration/Continental Breakfast
- 9:00 – 9:30 AM Opening Remarks
- 9:30 – 10:30 AM Opening Session – **Presence with Impact**, Paris Lampkins, PRADCO
- 10:30 – 10:45 AM Break
- 10:45 – 12:00 PM Plenary Session – **Legal Update**, Marc Fishel, Esq., Fishel, Downey, Albrecht & Riepenhoff
- 12:00 – 1:00 PM Lunch & First Timers Lunch
- 1:00 – 2:00 PM Concurrent Sessions
- **Labor Relations 101: Step Right Up** Clemans Nelson Inc.
 - **Just Cause: Presenting the Case**, Alex Ewing Esq., Frost Brown Todd
 - **Communicating Like a Boss**, Brad Bennett, Esq., Bricker Graydon
 - **Step Right Up: Driving Better Benefits – From Benchmarking to Bargaining**, Justin Wiedle, CPA, McGohan Brabender
- 2:00 – 2:15 PM Break
- 2:15 – 3:15 PM Concurrent Sessions
- **Labor Relations 201: The Employer/Union Relationship** Clemans Nelson Inc.
 - **Civility & Respect: Building a Culture Where it's Safe to Speak**, Valarie Nash, CLRP, 821 Consulting LLC
 - **Pre-Employment Best Practices**, Scott DeHart, Esq., Zashin & Rich
 - **Benefits 101: What to Ask Your Broker & Basic Terminology**, Michelle Znidarsic, NFP & Cyndie Schepis, Gallagher

3:15 -3:30 PM	Break
3:30 – 4:30 PM	<u>Concurrent Sessions</u> ▪ Beyond the Midway: Turning Conference Buzz into Real Connection, Courtney Lower & Kristen Treadway, OHPELRA Board of Directors ▪ Benefits 201: Next-Level Terminology & Concepts, Michelle Znidarsic, NFP & Cyndie Schepis, Gallagher ▪ Best Practices in Public Safety Discipline, Scott DeHart, Esq., Zashin & Rich ▪ Employee Free Expression, the First Amendment, & Social Media, Douglas Duckett, Esq., Duckett Law Firm
4:30 - 6:00 PM	Networking Reception

Tuesday, February 3, 2025

8:00 – 8:30 AM	Registration/Continental Breakfast
8:30 – 9:00 AM	Annual Business Meeting
9:00 – 10:15 AM	<u>Concurrent Sessions</u> ▪ Designing Defensible Pay Plans: Aligning Market Data, Equity, & Costing for Ohio Agencies, Derek Lee, TrueComp & Igor Shegolv, CPS HR ▪ Leave Management: Move from Passive Participation to Active Management, Catherine Burgett, Esq., Frost Brown Todd ▪ Conducting Difficult Conversations, Julie LaSusa & Kristin Carpenter, Columbus State Community College
10:15 -10:30 AM	Break
10:30 – 11:45 AM	<u>Concurrent Sessions</u> ▪ Labor Relations 301: The Ringmaster's Masterclass, Clemans Nelson Inc. ▪ Keeping Accountability Center Stage: When Coaching and Conversations Don't Land, Jenni Edwards, Esq., Porter Wright ▪ Public Sector Hiring Needs, Emily Willis, NeoGov
11:45 – 12:45 PM	Debra A. Jackson Memorial Luncheon & Awards
12:45 – 1:45 PM	Plenary Session – From Onboarding to Offboarding: The Employee Experience Revolution , Barb Utrup, Columbus State Community College
1:45 – 2:00 PM	Break
2:00 – 3:00 PM	Closing Session – Navigating Political Turbulence: A Leaders Strategic Role in Workplace Stability , Benjamin McCall, Focus Consulting
3:00 – 3:15 PM	Closing Remarks